



THE UNIVERSITY  
*of* ADELAIDE



Associate Professor/Professor, Cognitive Psychology  
Associate Professor/Professor, Organisational Psychology

# Role Statement and Selection Criteria

## ROLE STATEMENT

### Associate Professor/Professor, Cognitive Psychology, School of Psychology Faculty of Health and Medical Sciences

The Associate Professor/Professor of Cognitive Psychology provides leadership in academia, including in teaching and research areas related to Cognitive Psychology.

The School of Psychology is one of Australia's most prestigious, offering you a world-class environment in the delivery of outstanding research and education.

Reporting to the Head of School, the Associate Professor/Professor of Cognitive Psychology contributes to undergraduate and postgraduate teaching in the area of Cognition as well as contributing to other areas. These may include, but not be restricted to undergraduate programs within the School, such as the Bachelor of Psychological Science and Honours Psychology programs and postgraduate programs including the Master of Psychology (Organisational and Human Factors).

The Associate Professor/Professor of Cognitive Psychology will lead and encourage an environment of creativity and innovation in the School, and engage with the broader academic and professional community to promote and enhance the national and international profile of the School, the Faculty, and the University.

#### **KEY RESPONSIBILITIES**

##### **Academic Leadership**

*In alignment with University and Faculty Strategic Plans:*

- Lead, manage and develop the focus on the achievement of excellence in teaching in Cognitive Psychology at the undergraduate and postgraduate levels.
- Ensure the delivery and ongoing development of the curriculum including cross-Faculty initiatives.
- Take responsibility for development and delivery of appropriate strategies for teaching, learning and assessment.
- Supporting activities to maximise the economic, social and cultural impact of the School of Psychology academic outputs.
- Monitor and maintain quality standards in education and research.

##### **People Leadership**

*In alignment with University and Faculty Strategies and Plans*

- Have the ability to lead, motivate and develop staff including the determination of arrangements for, and monitoring of performance review.
- Possess organizational agility and ability to manage diverse relationships and conflicting priorities.

## ROLE STATEMENT

### Associate Professor/Professor, Cognitive Psychology, School of Psychology Faculty of Health and Medical Sciences

- Ensure interpersonal skills and capacity to work effectively with the Head of School and other senior leaders.
- Commitment to the principles of equity and diversity.
- Exemplary personal qualities of integrity, energy, tenacity and sound judgement.

#### **Innovation**

- Contribute to a one team culture built on respect, trust, cross-collaboration, understanding, shared accountability and purpose.
- Manage innovation processes through establishing and developing systems, processes, and capabilities.
- Provide support for innovation and commercialisation activities and facilitating collaboration with industry and the University to encourage the uptake of new knowledge.
- Identify and develop interest in diversity and the ability to relate to and identify global trends.
- Explore how new teaching and research partnerships can be developed with international universities.
- Create a culture which leads, supports and enables an excellent experience for students.

#### **Foster external relationships**

*In alignment with University and Faculty Strategies and Plans, and noting the strategic driver to establish a single Contact Relationship Process at Faculty then University:*

- Promulgate the strengths of the School locally, nationally and internationally.
- Drive engagement with industry and with Australian and international partners for both academic and research collaboration.
- Support the Head of School in implementing external engagement strategies and ensure continuing and deep engagement with the alumni community and key external stakeholders.
- Maintain professional networks, participating in discipline-specific and Go8 networks.



# ROLE STATEMENT

## Associate Professor/Professor, Cognitive Psychology, School of Psychology Faculty of Health and Medical Sciences

### **SELECTION CRITERIA**

Academic staff are employed at the University of Adelaide in accordance with the Classification Standards.

#### **Level E**

The Professor of Cognitive Psychology is expected to exercise a special responsibility in providing leadership and in fostering excellence in research, teaching, professional activities and policy development in the academic leadership within the discipline. An academic at this level may be appointed in recognition of distinction in their disciplinary area.

#### **Level D**

The Associate Professor of Cognitive Psychology is expected to make a significant contribution to all activities of the organisational unit or interdisciplinary area and play a significant role within their profession or discipline.

#### ***Qualifications / Experience***

1. A record of academic distinction and significant professional standing within the discipline, including a PhD in an area relevant to the discipline.
2. An established international reputation for research in the area of cognitive psychology.
3. Established and demonstrated undergraduate and postgraduate level teaching skills.
4. Leadership and management skills in an appropriate tertiary environment.
5. High level skills and experience to engage and integrate with the broader academic and professional community.
6. Demonstrated ability to forge meaningful external relationships and represent the School, Faculty and the University locally, nationally and internationally, to community, industry and other academic institutions and partners.

#### ***Personal values and attributes***

1. Passionate and unequivocal commitment to excellence in research and education.
2. Excellent interpersonal skills and capacity to work effectively with the the Head of School and other senior leaders.
3. Commitment to the principles of equity and diversity.
4. Exemplary personal qualities of integrity, energy, tenacity and sound judgement.

## ROLE STATEMENT

### Associate Professor/Professor, Organisational Psychology, School of Psychology Faculty of Health and Medical Sciences

The Associate Professor/Professor of Organisational Psychology provides leadership in academia, including in teaching and research areas related to Organisational Psychology.

The School of Psychology is one of Australia's most prestigious, offering you a world-class environment in the delivery of outstanding research and education.

Reporting to the Head of School, the Associate Professor/Professor of Organisational Psychology contributes to undergraduate and postgraduate teaching in the area of Organisational Psychology as well as contributing to other areas. These may include, but not be restricted to undergraduate programs within the School, such as the Bachelor of Psychological Science and Honours Psychology programs. The position will require leadership in postgraduate programs including the Master of Psychology (Organisational and Human Factors).

The Associate Professor/Professor of Organisational Psychology will lead and encourage an environment of creativity and innovation in the School, and engage with the broader academic and professional community to promote and enhance the national and international profile of the School, the Faculty and the University.

#### **KEY RESPONSIBILITIES**

##### **Academic Leadership**

*In alignment with University and Faculty Strategic Plans:*

- Lead, manage and develop the focus on the achievement of excellence in teaching in Organisational Psychology at the undergraduate and postgraduate levels.
- Ensure the delivery and ongoing development of the curriculum including cross-Faculty initiatives.
- Take responsibility for development and delivery of appropriate strategies for teaching, learning and assessment.
- Supporting activities to maximise the economic, social and cultural impact of the School of Psychology's academic outputs.
- Monitor and maintain quality standards in education and research.

##### **People Leadership**

*In alignment with University and Faculty Strategies and Plans*

- Have the ability to lead, motivate and develop staff including the determination of arrangements for, and monitoring of performance review.
- Possess organizational agility and ability to manage diverse relationships and conflicting priorities.

## ROLE STATEMENT

### Associate Professor/Professor, Organisational Psychology, School of Psychology Faculty of Health and Medical Sciences

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#### **Innovation**

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Academic staff are employed at the University of Adelaide in accordance with the Classification Standards.

#### **Level E**

The Professor of Organisational Psychology is expected to exercise a special responsibility in providing leadership and in fostering excellence in research, teaching, professional activities and policy development in the academic leadership within the discipline. An academic at this level may be appointed in recognition of distinction in their disciplinary area.

#### **Level D**

The Associate Professor of Organisational Psychology is expected to make a significant contribution to all activities of the organisational unit or interdisciplinary area and play a significant role within their profession or discipline.

#### ***Qualifications / Experience***

1. Must hold registration as a psychologist in Australia, and be Endorsed in Organisational Psychology.
2. A record of academic distinction and significant professional standing within the discipline, including a PhD in an area relevant to the discipline.
3. An established international reputation for research in the area of organisational psychology.
4. Established and demonstrated undergraduate and postgraduate level teaching skills.
5. Leadership and management skills in an appropriate tertiary environment
6. High level skills and experience to engage and integrate with the broader academic and professional community.
7. Demonstrated ability to forge meaningful external relationships and represent the School, Faculty and the University locally, nationally and internationally, to community, industry and other academic institutions and partners.

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